Identifying Light Duty Positions and Restricted Work Programs

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NNMC BETHESDA

What Is Federal Employees' Compensation Act?

- Provides benefits for civilian employees of the United States who have suffered work-related injuries or occupational diseases

- Intended to be remedial in nature and proceedings under it are non-adversarial

One injured employee can cost over one million dollars

Likelihood of RTW Dependent on Duration of Disability

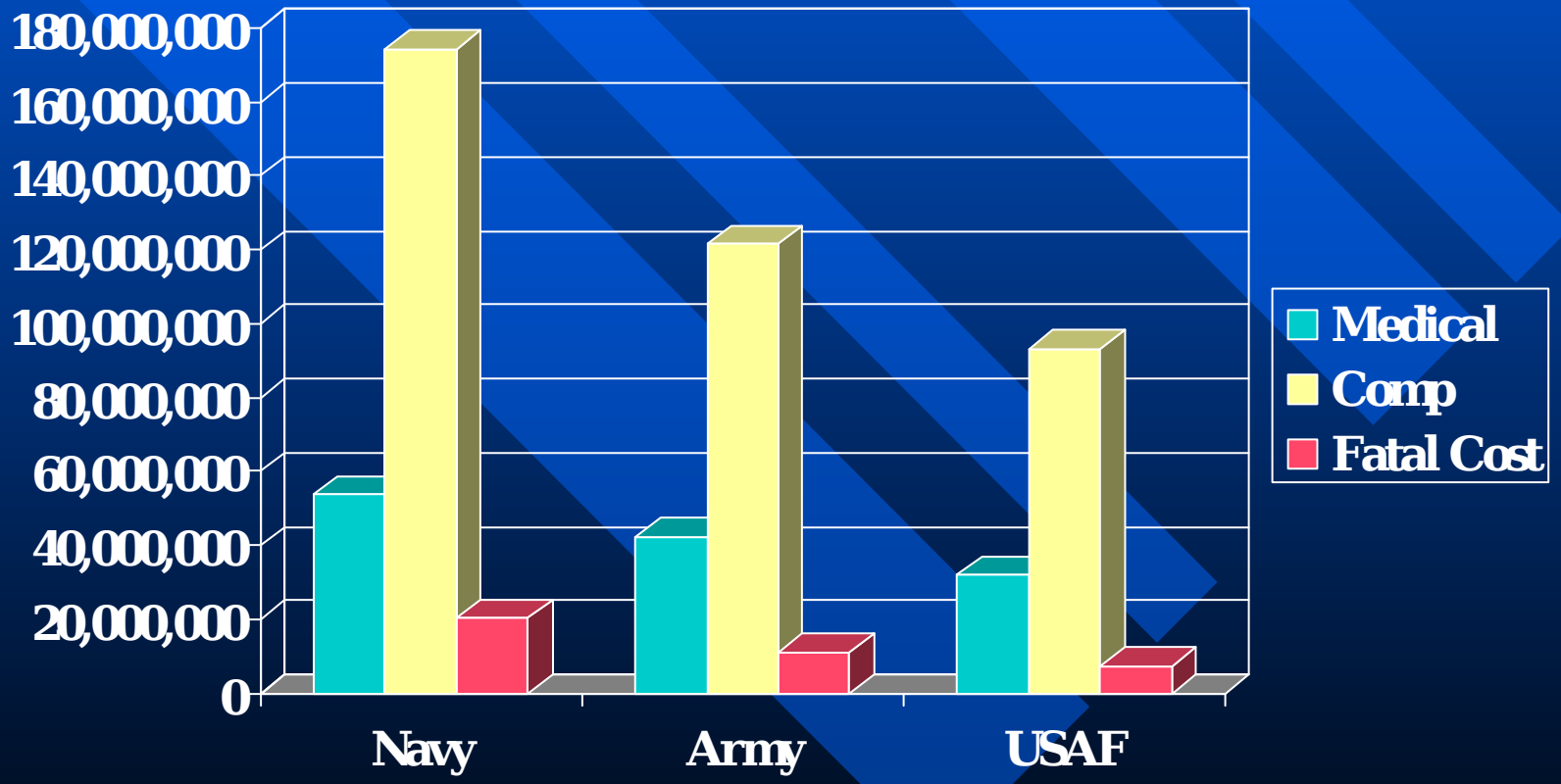
> 6months - 50% chance of return

> 1 year - < 10% chance of return

> 2 years - very slight chance of ever returning

THE AVERAGE COST OF A CLAIM INCREASES 1-3% FOR EVERY DAY REPORTING IS DELAYED FROM THE DATE OF INJURY

Workers' Compensation Costs FYI 07/01/01 to 06/30/02



Goals of NNMC FECA Program

- Reduce compensation costs and lost work
  days
- Promote full-compatible return to work
- Assist with recovery of injured employee
- Improve access to care

NCM Responsibilities

- Manage Workers' Compensation Program
- Organize/maintain database
- ICPA & agency liaison
- Coordinate care from DOI to RTW
- Assist supervisors
- Develop Return To Work (RTW) program
- Reduce comp costs
- Educate employees
- Educate supervisors

NNMC Costs for New Workers' Compensation Claims

- Medical
  - 00 $27,279
  - 01 $6,946
  - 02 $4,719

- Comp
  - 00 $24,908
  - 01 $4,940
  - 02 $3,151

****NNMC has 100% RTW rate for new cases 03/00 to 07/03**

Return to Work Risk Factors

- **Individual:**

Age (risk > with age)

Gender (risk > with females)

Psychosocial: personality traits, depression, coping ability, socioeconomic status, job dissatisfaction

Return to Work Risk Factors

- JOB:

  Job or task demands: frequent or prolonged repetitive movements, awkward postures, extreme temperatures, design of workstation or equipment

  organizational structure

Early Return To Work Benefits To Employee

- Accelerate/improve recovery
- Promotes better morale among all workers
- Improve morale and self esteem for injured employee

Early Return to Work Benefits to Employer

- Maintain an Experienced Work Force
- Maintain Production, Workflow and Quality Standards
- Stabilize Wage and Production Expenses

Return to Work Assessment

Physician should include:

- Medical History
- Pre-existing condition or recurrence
- Injury in performance of duty stipulation
- Labs, x-rays, MRI results, etc

Return to Work Assessment cont.

- Referrals to Ortho, PT/OT, etc
- Amount of anticipated lost time
- Duty Status Report (CA-17)
- Diagnosis for on-the-job injury
- Correct physician referral for injury

Identify a Suitable Position

- **Assess degree of recovery for:**

  current position

  modified current position

  employment in another position - equal pay

  employment in another position - lower pay

Identify Suitable Position

- **Identify potential positions:**

  Compatible with limitations

  Check agency or job pool for position

  Coordinate with Human Resource Office and agency personnel

Elements of a Job Offer

Description of duties and salary

Physical requirements

Location of job and term of the job

Start date / Date for response

Return to Work Process

- **Employee's Response:**

  Acceptance

  No Response

  Refusal with No Explanation

  Refusal with Explanation

  Retirement

Final Act

Position is accepted by physician, DOL, agency and employee

Employee starts work

RETURN TO WORK GOAL

The success efforts to return employees to gainful employment while providing procedural due process requires close cooperation between employing age and OWCP.

Return to Work from Long Term Rolls

- **NCM reviews long term rolls for:**

  Over 70 y/o or PN on chargeback rolls
  Current medical
  Death
  Change in marital status
  Light duty availability
  Rehab and retraining
  Retirement

Aids to Return to Work

- Second Opinion Exam-requested by agency-determined by DOL
- Functional Capacity Exam-what can the employee do
- Vocational rehabilitation-work hardening

Resources

Job Accommodation Network (JAN)- determines accommodation for disabilities

http://www.jan.wvu.edu

Computer Accommodation Program (CAP) http://www.tricare.osd.mil/cap/

Federal Disability information

http://www.opm.gov/disability/hrpro

Resources

DOL-Dictionary of Occupational Titles

www.oalj.dol.gov

Free Federal Handbooks

www.federalhandbooks.com

Official Disability Guidelines

www.DisabilityDurations.com

A Successful FECA Program

- **Strong Command Support**
- **Motivated Team Players**
- **Improved Communication**
- **Model Case Management**
- **Light Duty Program/RTW Program**
- **Investigative Team**
- **Training and Education of Staff**
- **Access to Care**

QUESTIONS

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